



# THE SPLINTER

## EMPLOYEE NEWSLETTER



Jan 2016  
—  
Mar 2016  
Edition 12

# CELEBRATING

# 35

# YEARS OF SERVICE



camp  quality.  
laughter is the best medicine.

On Sunday the 14th of Feb, 3 of AKD's truck drivers (Ross Maw, Paddy Melville and John Miller) volunteered in the 'Camp Quality Convoy for Kids'. The family fun day commenced at Avalon Airport, with the truck convey driving through to Geelong and finishing at the Geelong show grounds.

Paddy's truck was the second vehicle in the convoy which carried the days ambassadors, Geelong AFL footballer Corey Enright and his family. There were approximately 375 trucks in the event, with large crowds lining the roads for the extent of the convoy.

AKD donated \$2000 to the event with \$140,000 raised in total for the organisation whose purpose is to create a better life for children living with cancer in Australia.

The event is held annually in February with this year's convoy being the second year our boys have been involved.

A very well deserved pat on the back to Ross, Paddy and John for a fantastic contribution!







# THE SPLINTER

EMPLOYEE NEWSLETTER



# PPP Road Trip



On the 15th December, the crew from Portland Pine Products descended down the Princess Highway to make the 300km trip from Heywood to Colac. After a 7:30am departure, we arrived in Colac in good time and in good spirits, eager for the opportunity to see some other parts of the AKD business.

First up was a quick tour of Shelton Timber Treatment Co. This was an informative visit given that Portland Pine is now producing the majority of Shelton's untreated roundwood. The PPP/STTC relationship has enabled PPP to utilise all its spare manufacturing capacity, which has had a positive impact on both businesses.

Next up was a tour of the Irrewarra site. Most of Portland's crew on the tour hadn't seen a 'modern' Greenmill in operation before, so they were blown away by the speed of operation, the use of technology, and how few people there were operating the mill. Everyone thought the sawshop was very impressive and commented on how neat and tidy everything was.

Afterwards, lunch and a show was provided in the form of Shane Vicary and a PowerPoint presentation, which was a great success. It gave us a clear insight into the history of AKD, and provided a better understanding of the current and future growth plans for the business. The presentation also covered Portland Pine's own growth and success, thus reinforcing that although Portland Pine is a small business when compared to AKD, it contributes to the overall success of the group.

Lastly a tour of the AKD Softwoods Colac Greenmill, the highlight of our trip. We were separated into teams of four and escorted through the maze that is the Greenmill. The chance to see the mill in action was very illuminating and it was fascinating to witness the speed at which the logs are processed and the amount of technology involved in the process, controlling every detail. It would have been great to spend even more time here, exploring every aspect closely.

The visit gave Portland Pine the opportunity to understand the nature of AKD and where we sit in the overall structure of the business. We would like to thank everyone involved in greeting Portland Pine at both sites and our tour guides.

## Girl Meets World

During our Colac road trip, I had the chance to meet with several of my AKD counter-parts. It was great to finally put faces to the voices I hear over the phone and everyone was so friendly! As the new full-time administrator at Portland Pine, I have had to learn a lot of new things in a short amount of time and it was people like Jo Fletcher and Paul Corkill that supported me through this transition. Seeing where all those little numbers on my computer screen end up and how they are used to create a snapshot of Portland Pine for everyone, from the Site Manager to the CEO, has really made me feel like I'm part of this wonderful team.

**Louisa Haluska—Administration Officer**



# DRYMILL UPGRADE FAST APPROACHING



Good Friday, 2016 will mark the first day of a major upgrade at the Colac Dry Mill. Planned work for the upgrade includes:

## Installing

- New and improved MiCROTEC Golden Eye 700 (latest model)
- IDSCAN Inkless board tracking system
- Z-TEC High resolution board stamper
- M3SCAN Inline moisture meter

## Removing

- Metriguard
- Rotator
- Grading chairs
- Messy ink system

## Relocating

- ViSCAN
- Trim saw (for ViSCAN)
- Lug loader (from under the rotator)

Expected benefits from this upgrade include increasing grade recovery and uptime, as well as better productivity on small section sizes of timber such as 70 x 35 and 90 x 35.

Although this is an exciting time for the Dry Mill, it is also a time where the likelihood of injury can increase.

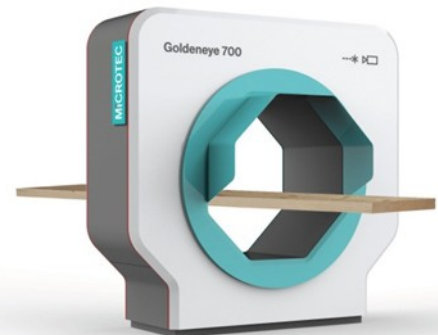
This can be due to:

- Unfamiliar equipment
- Operation, isolation and control changes
- Employees returning from leave.

Every effort will be made to guard, isolate, update SOPs, and retrain employees; however, we must be vigilant during this period and have the 'courage' to voice any safety concerns we may have.

Good luck to everyone involved!

- Carl Angus  
Operations Manager (Further Processing)



*The new model Golden Eye to be installed over Easter*



M3 Scan Moisture Meter  
— For measuring moisture content



ViSCAN  
- For measuring elasticity of timber (MOE)





# SNAPSHOT

## MAN HOURS WORKED



Jan 14

24,188

Jan 16

39,910

## ACCOUNTS



No. of invoices  
processed in 2015

**15,974**

(avg 1331 per month)

## RECRUITMENT



No. of new staff  
employed in 2015

**97**

## FORESTRY



We plant  
**500,000**  
seedlings per year

## PURCHASING



**1,443,600**

Metres of PET  
Strapping used in  
2015

## DISPATCH



Trucks loaded by  
Dispatch in Feb

**772**

(208 more than Jan)



# GUESS WHO?

Can you see anyone familiar in this picture?

(See back page for answer)



**Q: Why shouldn't  
you tell an Easter  
Egg a joke?**

**A:**  
*Because it  
might  
crack up!*



## WELCOME TO SALES DYLAN

Dylan Flanigan joined the AKD team as a process employee in the Dry Mill in May 2015. Over the last 9 months Dylan has expressed his interest and shown potential in furthering his career at AKD.

With the departure of Larni Conn from the sales team, this opened up the position of Sales Administration.

Dylan's experience and ability in the Drymill made him a great fit for this position. As part of Dylan's introduction he will be spending time in all areas of AKD, please make him feel welcome to your department.

Although Dylan only joined the Sales team early February, he has settled into the role quickly and is quickly becoming a valued member of the Sales team.

We wish Dylan all the best in his new role.







I recently took a photograph of Russell Rodda (AKD Forestry Supervisor) walking into a mature stand of trees, with Neil Blyth a harvest machine operator for Clearwater Logging. These trees have since been harvested with sawlog going from here to both AKD sawmills.

Russell Rodda helped to plant the seedlings that became this beautiful stand of trees in 1976 and has worked in the forest industry ever since. I think it is terrific that he is now a key part of Managing the safe and efficient harvesting of this sawlog.  
- Mark Stretch, Silvicultural Forester.

## Kenny Garrett retires after 16 Years of Service

Congratulations to Ken Garrett who retired from AKD in February 2016.

Ken has spent time at both our Irrewarra and Colac mills and has made many good friends along the way. Ken started with AKD in 1999 at our Irrewarra site soon moving positions into the Colac Greenmill, site security, Colac Kilns, Irrewarra Kilns and then back to the Greenmill Colac for a short stint before deciding to retire.

Ken will be perusing his music interests now that he has moved on from AKD and already has bookings as well as promising recording studio leads.

Ken, please remember that Adam Howell is still keen on an autographed CD so he asks that you don't forget him at your next release.

Thanks for everything Ken and good luck in the future on behalf of everyone at AKD.





# Congratulations



## Dude Spence

Congratulations Peter (Dude) Spence for 35 years of continuous service at AKD Softwoods. Peter has always had a strong connection to AKD, with his father Neville serving over 55 years as an employee before him. During Peter's childhood, he lived in a house that was situated where the AKD Head Office currently sits, Peter, along with his brother and former employee Paul Spence, spent many a day exploring all parts of the old AKD Drymill.

Peter first started with AKD in 1981, he was 15 years old, fresh out of school and ready to follow in his father's footsteps. Peter's initial role at AKD was "tailing out" behind the old Jonsered Moulder in what was the original Drymill, situated where the EWP currently is.

Peter then moved into assorted roles throughout AKD including Band Saw operator and Moulder operator before moving into the Grinding room. Soon enough Dude moved onto the afternoon shift in the Grinding room for a while preparing heads for the Drymill. During this time the new Drymill was being built and when complete, Peter moved across the road to operate the Strapper and Bandsaw before moving onto the Holtec Pack Docker for 4 years. Peter then had a 3 year stint feeding the Chipper before moving onto the newly built Treatment plant, where he has spent the last 8 years.

It could be assumed that Dude has continued driving forklifts for as long as he has, due to his love of mechanics. In his spare time, Dude likes to spend his hard earned dollars down at "Johnny Dyno's" in Geelong, ordering numerous parts to work on his pride and joy—his 1977 Holden Torana. Drymill Production Supervisor, Cameron Percy, has known Dude for over 13 years and comments fondly "he's had more motors in his car than you've had hot dinners". Dude enjoys travelling to cities around the country side drag racing his cars, his most recent race took him up to Sydney.

Dude's home life is spent with his wife Susan, their 11 year old son Brock and their 4 year old golden Labrador Molly, who they received as a wedding gift.

Peter has been a very loyal employee of AKD and has earned the respect of many of his peers. AKD would like to thank Peter for his dedication on reaching such a milestone.

- Steve Baudinette,  
*Production Manager (Further Processing)*







## John Hayden

John commenced with the company on March 17, 1981 as an assistant to then manager Lance Duvall. John was familiar with the timber industry as his family having a long history in sawmilling, commencing in 1879 at Blackwood before moving to Barwon Downs in 1897.

John's father, Joe, was a founding Director of AKD in

1955. John worked at the Barwon Downs mill during school holidays stacking timber. Upon completing secondary schooling, John undertook a Civil Engineering degree and then took up employment with the Pioneer Group of companies. Here John worked on road and bridge contracts in Melbourne, Sydney and Queensland.

In 1981 John made the career decision to return to Victoria and at that time AKD was about to embark on major technical upgrades and new works and Lance Duvall was after engineering expertise so he buttonholed John and persuaded him to start work at AKD. John worked on many projects directly responsible for a number of significant developments including both of the Heat Plants, various Kiln installations, sawmill upgrades (carriage sawmill located where our sheds are near Bruce St now) and the subsequent development of the current Colac Sawmill in 1998 and the acquisition of Irrewarra in 1999.



Major initiatives overseen by John as CEO included installing the treatment plant and automating and enhancing the green mill in the mid-2000s. Development of the Drymill, especially the non contact grading (Microtec), first of its type in Australia. AKD grew significantly through this period with the plantations being expanded and the sawmill capacity grew by over 60%. The final project as CEO established the next stages in growth was the log sort project. John retired as CEO in 2011, becoming a Director and remains on staff, working 2 days a week scoping projects, a recent example being the new gas fired boilers and 2 CDK's installed in 2015 projects. His knowledge and experience is invaluable to AKD.

Keeping a busy working life doesn't slow John down, he has been passionately involved in road cycling for the past 4 years traveling to Europe to cycle on such tracks as the 'Tour de France' and the 'Grio d' Italia'. John is an active member of the 'Great Ocean Ride Cyclists' and is a 'Shark-bait' member (meaning he has participated for 10+ years) for the 'Pier to Pub' swim, held annually in his home town of Lorne. John is currently preparing to participate in the 'Murray to Moyne' charity marathon which is a 550km relay starting at Swan Hill and finishing up in Port Ferry, with the event to raise much needed funds for the Lorne hospital. Off the bike, John along with his wife of 43 years Paula, have 4 children together and 5 grandchildren to which John is affectionately known as "Pampa". John follows

AFL and is known as a mad Geelong supporter. He enjoys teaming up with colleague Jo Foster to give Essendon supporter Neil Harris a bit of a hard time, whilst Collingwood supporter Russell Rodda remains reasonably quiet!

Congratulations and thank-you for your invaluable contribution to AKD John!



John Hayden cycling the Pyrenees, 2015



Q: Why did the Easter egg hide?



A: He was a little chicken

## WELCOME TO THE TEAM New Employees

AKD welcomed these new employees in Jan—Mar, and encourages everyone to make them feel welcome and work together to keep them safe.

New employees are encouraged to ask a lot of questions, so please help them out.



Hayden Draper  
GMC



Sam Perkins  
DMC



Billy Buckingham  
GMI



Gannon Purcell  
DMC



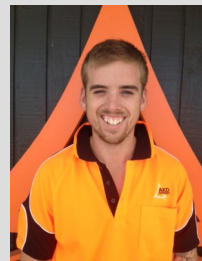
Benjamin Crebbin  
DMC



Ricky Finn  
TRU



Brad Egan  
DMC



Ryan Chappell  
DMC



Paul Armstrong  
DMC



Colin Craddock  
GMC

# Congratulations!

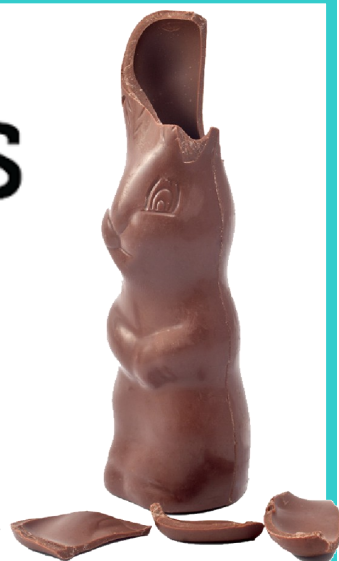
Congratulations to the following staff on reaching a milestone this Jan—Mar 2016

Peter Spence	19/01/1981	35
John Hayden	17/03/1951	35
Adam Howell	14/03/2006	10
Ben Tate	3/01/2011	5
Matthew Parker	24/01/2011	5
Don Wheadon	7/03/2011	5

## FUN FACTS

When biting into  
a chocolate  
bunny:

- 76% of people prefer to bite off the **ears** first
- 5% eat the **feet** first
- 4% eat the **tail** first



# Happy Easter!

Q: How does  
Easter  
end?



A: With the  
letter R!



# www.akd.com.au

employment opportunity - growth - stability



## CONTINUOUS IMPROVEMENT PROGRAM

### Leadership for Manufacturing Excellence



Cameron Percy (Dry Mill Supervisor) and Jason Biddle (Production Planner) have spent the last 12 months attending a 'Leadership for Manufacturing Excellence' program run by the Geelong Manufacturing Council.

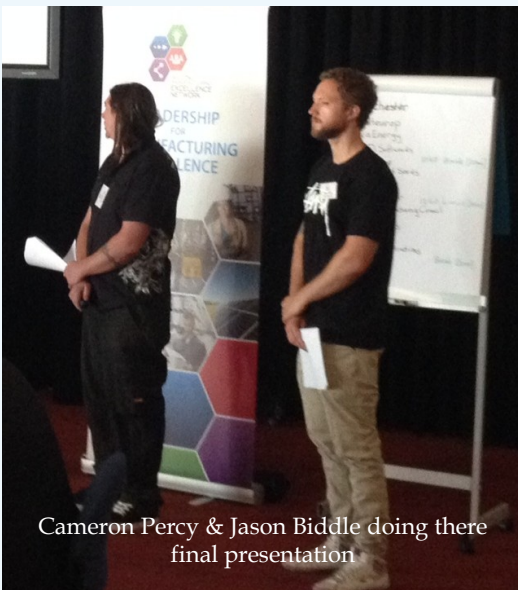
The excellence program was attended by a variety of manufacturing companies from the Geelong region including Geelong Steel Manufacturing, Winchester and Godfrey Hurst. Topics covered during the course included leadership, change management, performance culture, lean manufacturing, 5S and innovation.

A major component of the course was to complete an innovative project that would have a productive and financial benefit for your company. Cameron and Jason selected traceability from the Colac Kilns to the Drymill.

In order to complete the course, Cameron and Jason were required to give a presentation on their innovative project in front of over 50 people which was very well received by the audience.

Well done Cameron and Jason on successfully completing this course!

- Steve Baudinette,  
*Production Manager (Further Processing)*



Cameron Percy & Jason Biddle doing there final presentation

## Sawshop News

The new Vollmer CHF 1300 dual side grinder and CHC 1300 top and face grinder are almost here, scheduled to be installed after Easter.

The old grinders which were purchased in 2006, therefore 10years old, are starting to experience reliability issues and with the continuing focus on sawing accuracy the new machines will be gladly welcomed.

The new machines have an oil based coolant rather than the traditional water based mixture so that in itself will mean the grinders are cleaner and less susceptible to corrosion in bearings and shafts.

Our existing ECO and FS2A grinders in the Colac Sawshop will be then de-commissioned and taken to Camco in Melbourne for a full refurbishment. We will then be installing them at the Irrewarra Sawshop where they will be used as a backup to the new grinders, and also be available if issues arise at Irrewarra which will save Troy and his team making emergency trips into the Colac Sawshop.



*The new grinder to be installed after Easter*

Congratulations to George Van Den Brink on being our most recent senior Saw Doctor apprentice. George was the Greenmill mainline operator on Day Shift for 3-4 years and we felt he needed a change, so he applied for a mature age apprenticeship and was successful.

George did his first 4 months on Afternoon shift and is now doing a rotation through Day shift so he gets to experience all facets of Saw Doctoring. George has just finished the first block at trade school and is adapting well with the change. He is a great example that it's never too late to learn something new. Well done George, and welcome to the team!

Irrewarra Sawshop is going along well and has completed a lot of work understanding the new EWD Gangsaw. Troy and the guys have done a terrific job developing safe procedures for handling and changing saws in the new machine.

I know the guys were very happy to see the new hoist go in as climbing stairs with heavy saws is never an ideal situation. Thanks Guys

- Matthew Laity, Saw Shop Supervisor



As I am sure you are all more than aware, the Health & Safety component of the business is always changing and improving - **which is very exciting!**

Some of you that have been in the AKD team for a number of years would have seen a significant number of changes.... It is hard to believe where the business was 10-15 years ago and where the business is now!

The success of the business relies heavily on continuous improvement and from my perspective, I believe we can improve our communication around Health & Safety.

There are plenty of forums where we can communicate Health & Safety information - Toolbox Talks, OHS Committee's, the Splinter etc. However, if the communication is not effective - was it worthwhile, was the information understood?

## SO, HOW DO WE IMPROVE COMMUNICATION OF HEALTH & SAFETY INFORMATION???

### Notice Boards:

Do you read them?

Is there any other H&S info you would like to see on them?

### Toolbox Talks:

Are we providing you with the info you want to know about?

Do you get involved in them?

If you have any ideas on how we can improve our communication - let me know.

I would love to hear about it!

### What is the WIN Program?

You may remember back in December 2015 (wow, that feels like a long time ago), that I asked for you to get involved in a questionnaire and provide us with your feedback on the business in regards to Health & Safety?

Firstly, **THANKYOU** to those that did take the time to complete it. I was quite impressed with the response rate!

The questionnaire was part of the WorkSafe program "**WIN**" that AKD are involved in. There are 13 manufacturing businesses involved in the WIN Program and some of the other businesses are big players like BlueScope Steel, Boeing & Brown Brothers - to name a few.

Craig Conway & Steve Baudinette (Operations), Clark Roger (HR) and myself have joined forces to lead some projects to further enhance H&S across our business.

The WIN Program allows us to work with the other manufacturing businesses, share ideas on how to improve and gives us access to experts within particular areas.



# Monthly Health & Safety Focus

I had indicated in a previous Splinter article that we have a specific Health & Safety Focus each month. For the month of March our focus was based around the importance of Hand / Finger Safety.

This was as a result of an increase in the number of hand / finger related injuries over the previous months.

Our hands & fingers are **so** important in our daily lives - there are not too many things that we do each and every day that doesn't require the use of them.

Simple things that we take for granted:

- Preparing food
- Showering
- Writing / Texting
- Driving
- Recreational activities

**Imagine not being able to use your hands / fingers and how this could impact your daily life.**



## **GIVE THIS A GO AT HOME**

Try using your non dominant hand to write in the space provided to the left.

**"My hands are important".**

It is harder than you think!

Get your kids, partner or mates to try it too. We don't just need to look after our hands at work, but at home as well.

# CEO CORNER

with Shane Vicary

GUESS WHO ANSWER??  
Justin O'Boone



Over the Summer break, I was able to travel back to New Zealand and catch up with my partners extended family. Every second year, Keri's family come together at Christmas and we have an absolute fantastic time together. We did all the traditional things that you do on Christmas and Boxing day; 4 families plus Grandparents (ages from 18mths to 70 years, 19 of us in total).



I got to spend invaluable time with my family. Genuine, relaxing time with my kids, partner and extended family in which we created fantastic memories. **It's great times like this that re-iterate why being safe at work is so important!**

I was away from AKD for about 3 weeks and I "*recharged my batteries*", taking a break, enjoying the time and reconnecting with my family. A holiday is so important to us all as individuals. Since returning to work in 2016, I have had a heap more energy as a result of the break I got to take.

Here is my point. Right now as a business, we have a lot of our long serving employees with significant unused Annual Leave and Long Service leave balances. We want you to have a plan and use this leave. Taking regular time off makes us "better employees" and a "better family person". It gives us a chance to slow down and have a break. As a company we have a strong desire to look after our employees and part of that strategy is to ensure that our employees take the holidays they have earned and deserve. We want you to go and create memories with your family, or do something for yourself; a hobby or something that makes you happy. We don't want you to work 52 weeks of the year to the point of exhaustion and fatigue.

Onto another subject, whilst I was in New Zealand, we spent a lot of time around Wanaka and Queenstown, on the lakes; biscuiting, waterskiing, wake boarding, knee boarding etc, but to be honest, I really struggled and the main reason is my left knee couldn't handle the amount of activity. When I arrived in Australia in 2011, I had a minor incident on a motorbike that led to surgery and ultimately my ACL being replaced. It was a silly little incident that should not have happened for a number of reasons, but it has now limited the strength and flexibility in my knee over the past 5 years and will continue to do so for the rest of my life, if not get worse!

I can't even explain how this silly little incident happened now, but what I want to share with you is that AKD has a lot of hazards that we work with every day. We have a demanding environment and mistakes can have serious consequences that can have a permanent impacts on our lives. At no time do we want any of our employees to put themselves at risk or to have an accident. **We want our employees to go home every night, safe!** Don't ever take your safety or the safety of others for granted. Silly little incidents can happen "in a heart beat" and create long term pain, injury or permanent disability. We all need to be vigilant, follow the rules and take no chances.

I don't want anyone to ever get hurt at AKD for any reason, ever, we are all collectively responsible.

